

**AGREEMENT
AND
WORKING RULES**

Governing the

**ELECTRICAL INDUSTRY OF
GREATER BOSTON**

Between

**ELECTRICAL WORKERS UNION
LOCAL 103, IBEW
OF GREATER BOSTON**

and

**ELECTRICAL CONTRACTORS ASSOCIATION
OF GREATER BOSTON, INC.
BOSTON CHAPTER,
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION**

SEPTEMBER 1, 2011 - AUGUST 31, 2016

ARTICLE I
EFFECTIVE DATES OF THE AGREEMENT

1.1 This Agreement shall take effect September 1, 2011, and shall remain in effect until August 31, 2016, unless otherwise specifically provided for herein. It shall continue in effect from year to year thereafter from September 1 through August 31 each year, unless changed or terminated in the way later provided herein.

3.12 Each job site shall be allowed a ratio of two (2) apprentices for every three (3) Journeymen Wiremen or fraction thereof as illustrated below.

Number of Journeymen	Maximum Number of Apprentices/Unindentured
1 to 3	2
4 to 6	4
etc.	etc.

5.8 "Normal Construction Labor Market" is defined to mean the following geographical area plus the commuting distance adjacent thereto, which includes the area from which the normal labor supply is secured.

Acton
Amesbury
Andover
Arlington
Bedford
Bellingham
Belmont
Beverly
Billerica
Boston

Boxborough
Boxford
Braintree
Brookline
Burlington
Cambridge
Canton
Carlisle
Chelmsford
Chelsea

Cohasset
Concord
Danvers
Dedham
Dover
Dracut
Dunstable
Essex
Everett
Foxborough

Framingham
Franklin
Georgetown
Gloucester
Groveland
Hamilton
Haverhill
Hingham
Holliston
Hull
Ipswich
Lawrence
Lexington
Lincoln
Littleton
Lowell
Lynn
Lynnfield
Malden
Manchester
Marblehead
Maynard
Medfield
Medford
Medway
Melrose

Merrimac
Methuen
Middleton
Mills
Milton
Nahant
Natick
Needham
Newbury
Newburyport
Newton
Norfolk
North Andover
North Reading
Norwood
Peabody
Quincy
Reading
Revere
Rowley
Rockport
Salem
Sallsbury
Saugus
Sharon
Sherborn

Somerville
Stoneham
Sudbury
Swampscott
Tewksbury
Topsfield
Tyngsboro
Wakefield
Walpole
Waltham
Watertown
Wayland
Wellesley
Wenham
West Newbury
Westford
Weston
Westwood
Weymouth
Wilmington
Winchester
Winthrop
Woburn
Wrentham

INSTALLATION & FABRICATION

6.29 (a) The work referred to in these working rules consists of the fabrication and installation of electrical distribution systems for power, light, heat and communications and the installation of all devices which by law are required to be installed by licensed electricians including the installations of such devices in the stock forms in which they are available from suppliers.

(b) The policy of the Union is to promote the use of materials and equipment manufactured, processed or repaired under economically sound wages, hours and working conditions by fellow members of the IBEW.

(c) All cutting and channeling for the installation of electrical equipment is specifically a part of the electrical work of installing distribution systems.

TEMPORARY LIGHT AND POWER

6.30 The following conditions pertaining to temporary light and/or power are the work of the electrician and shall be strictly adhered to:

1. The installing, maintaining, connecting, and shifting or repairing of all wiring for temporary lighting and power and the maintenance of pumps, fans, electrical welding apparatus, stress relief apparatus, and blowers and all other electrical equipment on all construction projects, in new buildings in the course of construction, older buildings, undergoing alterations, subways, bridges, roadways, and railways shall be performed by employees under the terms of this Agreement who are employed by a recognized Electrical Contractor. It is agreed that trailer connections or extension lights shall consist of a socket, attachment plug and not more than fifty (50) feet of flexible wire. Such

extension lights shall be made up and repaired by employees under the terms of this Agreement but may be placed in various sockets or receptacles by the trades using them. This applies to either lighting or power appliances.

2. When an electrical contract has been signed by an Electrical Contractor, said Contractor shall maintain the temporary light and power system on site with employees employed under the terms of this Agreement.

3. When temporary lights are installed in stairways, hallways, for gauge lights, watchman's lights or job shack lights and are used for safety purposes only, are properly protected with guards and on circuits separate from other temporary lighting, no maintenance will be necessary.

4. All overtime on temporary lights and power shall be equitably allotted to employees employed under the terms of this Agreement working on the job.

ATOMIC ENERGY

6.31 (a) Employers contemplating doing work in the so-called "Hot" areas of the atomic laboratories, atomic plants, or on the premises of anyone engaged in handling or storing of radioactive materials shall inform, and receive permission from the Union before sending into such "Hot" areas.

(b) Unless a responsible approved government authority provides protection where employees are exposed to radioactive materials and/or radiation in excess of 1/10 of the maximum permissible limits (MPL) as established by the National Commission on Radiation Protection, or Title 10, Part 20 CRF Atomic Energy Commission, the Employer shall employ a qualified radiation monitor journeyman. Such radiation monitors shall determine the location of the hazardous zones and shall be responsible for the radiation hazard therein. He/She shall maintain permanent and accurate time checks, records and pertinent data on all employees entering or leaving such zones, including radiation dose rates to all personnel going into or emerging from radiation zones. He/She shall be in charge of any decontamination of personnel, their tools, materials or equipment. The monitors shall have the authority to stop any employee(s) who is not properly equipped or authorized from entering any radiation zone.

He/She shall record all surveys and data and report to his/her supervisor and the Union. It is agreed that before any such work is started a proper measurement of the amount of radioactivity present shall be made by a radiation monitor journeyman. Radiation measurements shall be taken and a proper analysis made before the work is started and at proper intervals during the progress of the job. These tests shall meet all the standards set by municipal, state, federal and other codes in the area for protection of personnel. Physical checkups, including blood count, shall be made available to all employees engaged in this type of work before starting and at the completion of the job. These examinations are to be made by a qualified graduate physician.

(c) Proper protective clothing (Anti-C) and radiation protective equipment shall be furnished by the Employer.

(d) If an employee reaches his/her maximum allowable exposure in any one quarter (as allowed in applicable government regulations) he/she shall be offered employment in a non-radiation area for the remainder of said quarter or the duration of job, whichever is longer.

(e) If an employee is terminated because he/she received his/her maximum allowable radiation exposure as set by the applicable government regulation, he/she shall be paid for the work lost for the duration of the job, providing the worker cannot find or be furnished with other employment.

(f) The industry shall provide the necessary educational courses to qualify journeymen as radiation monitors.

(g) The Employer shall furnish each employee and the Local Union with a report of the employee's radiation exposure upon termination of employment or when a request is received from an Employee or the Local Union.

(h) The Union and the Employer agree to adopt those standards now included in the OSHA legislation and those that shall subsequently be added to the Act.

SECURITY WORK

6.32 The installation of pipe, wire and mounting of field devices for security systems installed in new buildings or projects that are mutually agreed, prior to bidding, to be under Building Trades control, and are bid under the base bid, shall be done under the wages and fringe benefits set forth in this Agreement.

ALTERNATIVE ENERGY

6.33 This Agreement shall govern the performance of the following jobs by the Employer and its employees: All electrical work covered under the terms of this Agreement for power generation systems, including the installation, operation, inspections, maintenance, repair, and service of these alternative energy sources including, but not limited to solar, photovoltaic, geothermal, wind, hydro, tidal, or any primary source of power generation or distribution.

BRIDGE OPERATION, REPAIR AND MAINTENANCE

6.34 This Agreement shall govern the operation, repair and maintenance of electrically-driven bridges, including but not limited to drawbridges and swing bridges. All work under this section shall be performed by Inside Journeyman Wiremen and shall be paid in accordance with the wages and benefits set forth in this Agreement.

WAGES AND FRINGE BENEFITS

6.38 (a) The hourly wages for Journeyman, Foreman, General Foreman, and Apprentices, within the bargaining unit set forth in this Agreement, for the period from September 1, 2011, through August 31, 2016, is as set forth in Appendix "A," which is made part of this Agreement by reference. Increments may vary depending on any allocation to fringe benefits, see 6.37(e).

(d) Apprentice rates shall be set at a percentage of the Journeyman's rate as follows, and adjusted to the nearest five cents (\$.05).

UNIFORM PERCENTAGE FOR APPRENTICES

A.	1 st Period	40% of the Journeyman Wireman Rate
B.	2 nd Period	40% of the Journeyman Wireman Rate
C.	3 rd Period	45% of the Journeyman Wireman Rate
D.	4 th Period	45% of the Journeyman Wireman Rate
E.	5 th Period	50% of the Journeyman Wireman Rate
F.	6 th Period	55% of the Journeyman Wireman Rate
G.	7 th Period	60% of the Journeyman Wireman Rate
H.	8 th Period	65% of the Journeyman Wireman Rate
I.	9 th Period	70% of the Journeyman Wireman Rate
J.	10 th Period	75% of the Journeyman Wireman Rate

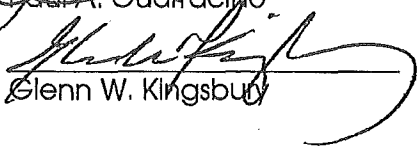
Approval of this Agreement has been given with the understanding that any section that does not conform to existing State and/or Federal Laws will be corrected by the parties signatory thereto. Such changes, if any, must be reduced in writing in the form of an amendment and forwarded in the usual manner for approval.

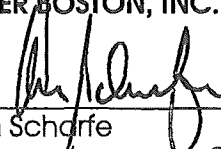
IN WITNESS THEREOF, the parties have executed this Agreement this 1st day of September, 2011.

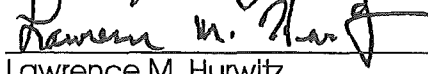
ELECTRICAL CONTRACTORS ASSOCIATION OF GREATER BOSTON, INC.


David R. MacKay


Paul A. Guadagnolo


Glenn W. Kingsbury

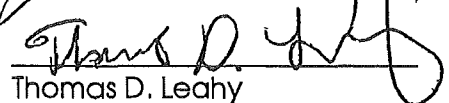

Alan Scharfe


Lawrence M. Hurwitz

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 103


Michael P. Monahan


James M. O'Connell


Thomas D. Leahy


John P. Dumas


Sean M. Callaghan



APPENDIX A
Inside Construction Agreement - Local Union 103, IBEW and Boston Chapter, NECA
Wage Rates, Fringe Benefits and Report Procedures

EFFECTIVE DATES: SEPTEMBER 1, 2011 - FEBRUARY 29, 2012

		TOTAL ⁽¹⁾		WAGE			Contributions ⁽²⁾					NEIF	
		PACKAGE	RATE	H&W	PEN	DI	JATF	EILMCT	NLMCC	AMF	NEBF	ISC ⁽¹⁾	
GEN. FOREMAN:		\$82.97	\$50.25	13.00	7.30	5.30	0.50	5.00	0.01	0.10	1.51	0.30	
FOREMAN:		78.69	46.10	13.00	7.30	5.30	0.50	5.00	0.01	0.10	1.38	0.28	
JOURNEYMAN:		74.36	41.89	13.00	7.30	5.30	0.50	5.00	0.01	0.10	1.26	0.25	
APPRENTICES: (for Apprentices starting 2012 and thereafter)													
A RATE	40%	\$35.86	\$16.75	13.00	-	-	0.50	5.00	0.01	0.10	0.50	0.10	
B RATE	40%	35.86	16.75	13.00	-	-	0.50	5.00	0.01	0.10	0.50	0.10	
C RATE	45%	47.72	18.85	13.00	7.30	2.39	0.50	5.00	0.01	0.10	0.57	0.11	
D RATE	45%	47.72	18.85	13.00	7.30	2.39	0.50	5.00	0.01	0.10	0.57	0.11	
E RATE	50%	50.14	20.95	13.00	7.30	2.65	0.50	5.00	0.01	0.10	0.63	0.13	
F RATE	55%	52.57	23.05	13.00	7.30	2.92	0.50	5.00	0.01	0.10	0.69	0.14	
G RATE	60%	54.99	25.15	13.00	7.30	3.18	0.50	5.00	0.01	0.10	0.75	0.15	
H RATE	65%	57.43	27.25	13.00	7.30	3.45	0.50	5.00	0.01	0.10	0.82	0.16	
I RATE	70%	59.80	29.30	13.00	7.30	3.71	0.50	5.00	0.01	0.10	0.88	0.18	
J RATE	75%	62.23	31.40	13.00	7.30	3.98	0.50	5.00	0.01	0.10	0.94	0.19	
APPRENTICES: (for Apprentices starting 2011)													
A RATE	40%	\$43.16	\$16.75	13.00	7.30	-	0.50	5.00	0.01	0.10	0.50	0.10	
B RATE	40%	43.16	16.75	13.00	7.30	-	0.50	5.00	0.01	0.10	0.50	0.10	
C RATE	45%	47.72	18.85	13.00	7.30	2.39	0.50	5.00	0.01	0.10	0.57	0.11	
D RATE	45%	47.72	18.85	13.00	7.30	2.39	0.50	5.00	0.01	0.10	0.57	0.11	
E RATE	50%	50.14	20.95	13.00	7.30	2.65	0.50	5.00	0.01	0.10	0.63	0.13	
F RATE	55%	52.57	23.05	13.00	7.30	2.92	0.50	5.00	0.01	0.10	0.69	0.14	
G RATE	60%	54.99	25.15	13.00	7.30	3.18	0.50	5.00	0.01	0.10	0.75	0.15	
H RATE	65%	57.43	27.25	13.00	7.30	3.45	0.50	5.00	0.01	0.10	0.82	0.16	
I RATE	70%	59.80	29.30	13.00	7.30	3.71	0.50	5.00	0.01	0.10	0.88	0.18	
J RATE	75%	62.23	31.40	13.00	7.30	3.98	0.50	5.00	0.01	0.10	0.94	0.19	
APPRENTICES: (for Apprentices starting before 2011)													
B RATE	40%	43.16	16.75	13.00	7.30	-	0.50	5.00	0.01	0.10	0.50	0.10	
C RATE	45%	50.63	18.85	13.00	7.30	5.30	0.50	5.00	0.01	0.10	0.57	0.11	
D RATE	45%	50.63	18.85	13.00	7.30	5.30	0.50	5.00	0.01	0.10	0.57	0.11	
E RATE	50%	52.79	20.95	13.00	7.30	5.30	0.50	5.00	0.01	0.10	0.63	0.13	
F RATE	55%	54.95	23.05	13.00	7.30	5.30	0.50	5.00	0.01	0.10	0.69	0.14	
G RATE	60%	57.11	25.15	13.00	7.30	5.30	0.50	5.00	0.01	0.10	0.75	0.15	
H RATE	65%	59.28	27.25	13.00	7.30	5.30	0.50	5.00	0.01	0.10	0.82	0.16	
I RATE	70%	61.39	29.30	13.00	7.30	5.30	0.50	5.00	0.01	0.10	0.88	0.18	
J RATE	75%	63.55	31.40	13.00	7.30	5.30	0.50	5.00	0.01	0.10	0.94	0.19	

NOTES: 1) NEIFISC excluded from total package. 2) See page 4 for complete report procedures.

APPENDIX A
Inside Construction Agreement - Local Union 103, IBEW and Boston Chapter, NECA
Wage Rates, Fringe Benefits and Report Procedures

EFFECTIVE DATES: MARCH 1, 2012 - AUGUST 31, 2012

		TOTAL ⁽¹⁾ WAGE		Contributions ⁽²⁾								NEIF ISC ⁽¹⁾
		PACKAGE	RATE	H&W	PEN	DI	JATF	EILMCT	NLMCC	AMF	NEBF	
GEN. FOREMAN:		\$83.60	\$50.85	13.00	7.30	5.30	0.51	5.00	0.01	0.10	1.53	0.31
FOREMAN:		79.22	46.60	13.00	7.30	5.30	0.51	5.00	0.01	0.10	1.40	0.28
JOURNEYMAN:		74.86	42.37	13.00	7.30	5.30	0.51	5.00	0.01	0.10	1.27	0.25
APPRENTICES: (for Apprentices starting 2012 and thereafter)												
A RATE	40%	\$36.08	\$16.95	13.00	-	-	0.51	5.00	0.01	0.10	0.51	0.10
B RATE	40%	36.08	16.95	13.00	-	-	0.51	5.00	0.01	0.10	0.51	0.10
C RATE	45%	47.93	19.05	13.00	7.30	2.39	0.51	5.00	0.01	0.10	0.57	0.11
D RATE	45%	47.93	19.05	13.00	7.30	2.39	0.51	5.00	0.01	0.10	0.57	0.11
E RATE	50%	50.41	21.20	13.00	7.30	2.65	0.51	5.00	0.01	0.10	0.64	0.13
F RATE	55%	52.84	23.30	13.00	7.30	2.92	0.51	5.00	0.01	0.10	0.70	0.14
G RATE	60%	55.26	25.40	13.00	7.30	3.18	0.51	5.00	0.01	0.10	0.76	0.15
H RATE	65%	57.75	27.55	13.00	7.30	3.45	0.51	5.00	0.01	0.10	0.83	0.17
I RATE	70%	60.17	29.65	13.00	7.30	3.71	0.51	5.00	0.01	0.10	0.89	0.18
J RATE	75%	62.65	31.80	13.00	7.30	3.98	0.51	5.00	0.01	0.10	0.95	0.19
APPRENTICES: (for Apprentices starting 2011)												
A RATE	40%	\$43.38	\$16.95	13.00	7.30	-	0.51	5.00	0.01	0.10	0.51	0.10
B RATE	40%	43.38	16.95	13.00	7.30	-	0.51	5.00	0.01	0.10	0.51	0.10
C RATE	45%	47.93	19.05	13.00	7.30	2.39	0.51	5.00	0.01	0.10	0.57	0.11
D RATE	45%	47.93	19.05	13.00	7.30	2.39	0.51	5.00	0.01	0.10	0.57	0.11
E RATE	50%	50.41	21.20	13.00	7.30	2.65	0.51	5.00	0.01	0.10	0.64	0.13
F RATE	55%	52.84	23.30	13.00	7.30	2.92	0.51	5.00	0.01	0.10	0.70	0.14
G RATE	60%	55.26	25.40	13.00	7.30	3.18	0.51	5.00	0.01	0.10	0.76	0.15
H RATE	65%	57.75	27.55	13.00	7.30	3.45	0.51	5.00	0.01	0.10	0.83	0.17
I RATE	70%	60.17	29.65	13.00	7.30	3.71	0.51	5.00	0.01	0.10	0.89	0.18
J RATE	75%	62.65	31.80	13.00	7.30	3.98	0.51	5.00	0.01	0.10	0.95	0.19
APPRENTICES: (for Apprentices starting before 2011)												
C RATE	45%	50.84	19.05	13.00	7.30	5.30	0.51	5.00	0.01	0.10	0.57	0.11
D RATE	45%	50.84	19.05	13.00	7.30	5.30	0.51	5.00	0.01	0.10	0.57	0.11
E RATE	50%	53.06	21.20	13.00	7.30	5.30	0.51	5.00	0.01	0.10	0.64	0.13
F RATE	55%	55.22	23.30	13.00	7.30	5.30	0.51	5.00	0.01	0.10	0.70	0.14
G RATE	60%	57.38	25.40	13.00	7.30	5.30	0.51	5.00	0.01	0.10	0.76	0.15
H RATE	65%	59.60	27.55	13.00	7.30	5.30	0.51	5.00	0.01	0.10	0.83	0.17
I RATE	70%	61.76	29.65	13.00	7.30	5.30	0.51	5.00	0.01	0.10	0.89	0.18
J RATE	75%	63.97	31.80	13.00	7.30	5.30	0.51	5.00	0.01	0.10	0.95	0.19

NOTES: 1) NEIF/ISC excluded from total package. 2) See page 4 for complete report procedures.

APPENDIX A
Inside Construction Agreement - Local Union 103, IBEW and Boston Chapter, NECA
Wage Rates, Fringe Benefits and Report Procedures

Future Wage/Fringe allocations subject to change. Contact NECA Chapter Office for updated rates.

	TOTAL ⁽¹⁾	WAGE	Contributions						AMF	NEBF	NEIF
	PACKAGE	RATE	H&W	PEN	DI	JATF	EILMCT	NLMCC			ISC ⁽¹⁾
<u>EFFECTIVE: SEPTEMBER 1, 2012 - FEBRUARY 28, 2013 ⁽²⁾</u>											
JOURNEYMAN	75.61	43.05	13.00	7.30	5.30	0.56	5.00	0.01	0.10	1.29	0.26
<u>EFFECTIVE: MARCH 1, 2013 - AUGUST 31, 2013 ⁽²⁾</u>											
JOURNEYMAN	76.36	43.77	13.00	7.30	5.30	0.57	5.00	0.01	0.10	1.31	0.26
<u>EFFECTIVE: SEPTEMBER 1, 2013 - FEBRUARY 28, 2014 ⁽²⁾</u>											
JOURNEYMAN	77.11	44.45	13.00	7.30	5.30	0.62	5.00	0.01	0.10	1.33	0.27
<u>EFFECTIVE: MARCH 1, 2014 - AUGUST 31, 2014 ⁽²⁾</u>											
JOURNEYMAN	77.86	45.17	13.00	7.30	5.30	0.63	5.00	0.01	0.10	1.35	0.27
<u>EFFECTIVE: SEPTEMBER 1, 2014 - FEBRUARY 28, 2015 ⁽²⁾</u>											
JOURNEYMAN	78.61	45.84	13.00	7.30	5.30	0.69	5.00	0.01	0.10	1.37	0.28
<u>EFFECTIVE: MARCH 1, 2015 - AUGUST 31, 2015 ⁽²⁾</u>											
JOURNEYMAN	79.36	46.55	13.00	7.30	5.30	0.70	5.00	0.01	0.10	1.40	0.28
<u>EFFECTIVE: SEPTEMBER 1, 2015 - FEBRUARY 29, 2016 ⁽²⁾</u>											
JOURNEYMAN	80.36	47.51	13.00	7.30	5.30	0.71	5.00	0.01	0.10	1.43	0.29
<u>EFFECTIVE: MARCH 1, 2016 - AUGUST 31, 2016 ⁽²⁾</u>											
JOURNEYMAN	81.36	48.47	13.00	7.30	5.30	0.73	5.00	0.01	0.10	1.45	0.29

NOTES: 1) NEIFISC excluded from total package. 2) See page 4 for complete report procedures.

APPENDIX A
Inside Construction Agreement - Local Union 103, IBEW and Boston Chapter, NECA
Wage Rates, Fringe Benefits and Report Procedures

CONTRIBUTIONS LEGEND:

		Report on MPR Box:	9/1/11	3/1/12	
H&W	Health and Welfare Fund	VI.	\$ 13.00	\$ 13.00	per hour
PEN	Local 103 Pension Fund	VI.	\$ 7.30	\$ 7.30	per hour
DI	Deferred Income Fund	V.	See breakdown for applicable rate		
JATF	Joint Apprenticeship and Training Fund	VI.	\$ 0.50	\$ 0.51	per hour
EILMCT	Electrical Industry Labor-Mgmt. Cooperation Trust	VI.	\$ 5.00	\$ 5.00	per hour
NLMCC	National Labor-Management Cooperation Committee	III.	\$ 0.01	\$ 0.01	per hour
AMF	Administrative Maintenance Fund	IV.	\$ 0.10	\$ 0.10	per hour
NEBF	National Electrical Benefit Fund	I.	3% of gross payroll		
NEIF\SC	National Electrical Industry Fund\Service Charge	II.	0.6% of gross payroll		
DEDUCTION: WORKING ASSESSMENT:		X.	\$ 0.92 per hour		

MONTHLY PAYROLL REPORT(MPR): PROCEDURES

- I. National Electrical Benefit Fund: 3% of gross payroll
- II. National Electrical Industry Fund\Service Charge: 0.6% of gross payroll
 *(Note: NEIF\SC is applicable to NECA members only and not included in Total Package)
- III. National Labor-Management Cooperation Committee: \$0.01 per hour (up to 150,000 hours per year)
- IV. Administrative Maintenance Fund: \$0.10 per hour (up to 150,000 hours per year)
- V. Deferred Income Contribution must be reported for each employee and should equal the individual's actual hours worked (total clock hours) times his/her applicable rate.
- VI. Grand Total of Actual Hours Worked multiplied by the DESIGNATED SUM. Sums represent the total of the applicable Health & Welfare, Pension, JATF, and EILMCT contributions
 as of: 9/1/11 3/1/12
DESIGNATED SUM All workers except A&B Rate Apprentices \$25.80 \$25.81 per hr.
DESIGNATED SUM A&B Rate Apprentices (starting in 2011 and before) \$25.80 \$25.81 per hr.
DESIGNATED SUM A&B Rate Apprentices (starting in 2012 and thereafter) \$18.50 \$ 18.51 per hr.
- VII. Total of all contributions.
- VIII. EILMCT Relief if applicable.
- IX. Total Remitted. Mail report, and a check payable to "Citizens Bank" to the: Electrical Construction Trust Funds, 256 Freeport St.(2nd Floor), Dorchester, MA 02122
- X. Working Assessment: Mail the Local Union's (gold) copy of this report, and a check payable to "Local Union 103, IBEW" to: Financial Secretary, Local 103, IBEW, 256 Freeport St., Dorchester, MA 02122.

Reports should be mailed to their respective offices not later than 15 calendar days following the end of each calendar month. Call 617-969-2521 for Monthly Report Forms.